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Assembly
California Legislature
TOM UMBERG
ASSEMBLYMEMBER, SIXTY-NINTH DISTRICT

INFORMATION FOR WORKING PARENTS

Dear Neighbor,

The face of California's workplace has changed in the last few decades. In the past, most men worked outside the home and most women worked inside the home caring for children and extended family members. Today, a majority of women are in the workforce and many children grow up in households where both parents work outside the home. In response to these changes, California has led the way in creating laws to protect working parents and families from discrimination in the workplace. In addition, California has created several laws to allow most working adults to take time away from work to care for a sick or disabled child or adult relative without fear of losing the job that helps to put food on their family's table.

The information in this pamphlet will help you learn and understand your rights in the workplace and will provide you with resources to gather more information on your own. The laws and resources in this pamphlet will help you in your efforts to be a successful worker and supportive family member.

It is an honor to represent so many hard working families in Central Orange County. If you would like more information on the topics mentioned in this pamphlet, please do not hesitate to contact the District Office at (714) 939-8469.

PREGNANCY AND WORKING WOMEN

In most cases, having a baby can no longer cost a woman her job. A woman whose employer has five or more employees has many protections including:

- The right to take doctor-certified disability leave before or after the baby is born;
- The right to return to a job after taking four months or less of disability leave;
- The ability to access a temporary transfer to a less hazardous or strenuous position;
- The right to have reasonable accommodation of pregnancy-related needs at the workplace; and
- The right to pregnancy-related medical coverage if medical benefits are provided.



INSIDE :
STATE LAWS
THAT MAY HELP
YOU AND
YOUR FAMILY

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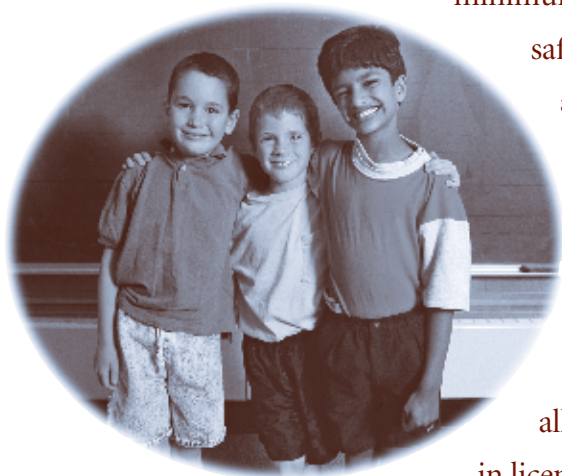
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There are exceptions to these rights, so you may want to contact the California Department of Fair Employment and Housing to discuss your specific situation. Their toll free phone number is 1-800-884-1684 or you can log on to www.dfeh.ca.gov.

CHILD CARE ASSISTANCE

Many parents need childcare in order to work. A number of factors must be considered including quality of care, cost, and location. To help working parents the State does several things, including:

- Licensing of day care providers both at home and in day care centers. Licensing includes minimum health and safety standards, and criminal background checks and minimum education requirements for all childcare workers in licensed centers. To find out more information about State licensing of childcare providers, go to www.cclld.ca.gov to find your local resource and referral agency.
- In addition, both federal and state tax benefits are available to many parents who use childcare for their children. The federal government allows



a credit for dependent care for many taxpayers and the state government allows employers to deduct wages on a pre-tax basis to help families pay for childcare. For more information, contact your tax consultant or the Internal Revenue Service at 1-800-829-3676.

FAMILY AND MEDICAL LEAVE AND USE OF SICK LEAVE

California allows most workers to take time off to care for an ill child or family member. Some laws to protect workers include:

- All public and private employers who offer paid sick leave are now required to allow workers to use a portion of that leave to care for an ill child, parent, or spouse. The general rule is that up to one half of available paid sick leave can be used. For more information on the use of sick leave to care for a family member, contact the Santa Ana office for the California Department of Fair Employment and Housing at (714)558-4266.
- The California Family Rights Act requires employers with 50 or more employees to grant unpaid family leave of up to 12 weeks annually to most employees so they can care for an ill family member. There



are limits, however, on eligibility for leave so you will need to contact the California Department of Fair Employment and Housing if you think you may be eligible. They can be reached at 1-800-884-1684 or by logging on to www.dfeh.ca.gov.

LEAVE TO VISIT OR VOLUNTEER IN YOUR CHILD'S SCHOOL

One of the most difficult things for working parents is making time to visit or volunteer at their child's school. California has taken action to help parents, grandparents, and guardians by providing many employees with the right to take up to 40 hours of unpaid leave each year to visit their child's school or volunteer at school activities. Some specifics of the law are:

- Reasonable advance notice must be given to the employer.
- Employees must first use available vacation time, personal leave, or compensatory time off before the additional leave is granted.
- Employees may not be fired or otherwise discriminated or retaliated against for taking the unpaid leave they are entitled to.
- The requirement applies only to employers with 25 or more employees.



Contact the California Division of Labor Standards Enforcement for more information or to find out how you can use this valuable benefit.

The Santa Ana Field office can be reached by calling (714) 558-4266.

